

State of Iowa Facts - FY06

<http://www.iowa.gov/state/main/index.html>



General Information

Address: State Capitol Building
Des Moines, IA 50319

Contact Information

Email Address

Director: N/A	N/A
Management Liaison: N/A	N/A
Personnel Assistant: N/A	N/A
HRE Personnel Officer: N/A	N/A
HRE Benefits Specialist: N/A	N/A
HRE Employment Specialist: N/A	N/A
HRE Workers' Compensation Specialist: N/A	N/A

Workforce Data

(unless otherwise noted, information provided is at the end of FY '06)

# FT EEs: 19,726	# PT EEs: 308	# Temporary EEs: 1,082	Avg. Length of Service: 14.15
Span of Control: 11.03	% Performance Evaluations Completed: 87.51%		Total Unemployment Insurance Claims: 439
Age Groups:	# of Females: 9,919	# of Minorities: 1,029	# of Persons With Disabilities: 1,295
<25 405	% of WF: 50.28%	% of WF: 5.22%	% of WF: 6.56%
25-34 2,874	# of Males: 9,807	# of Non-minorities: 18,697	# of Persons With Non-Disabilities: 18,431
35-44 4,583			
45-54 7,033			
55-64 4,556	% of WF: 49.72%	% of WF: 94.78%	% of WF: 93.44%
65+ 275			
Average Age: 46.70			
Officials/Administrators	Professionals	Technicians	Protective Service-Sworn
EEO Category 1: 1,756	EEO Category 2: 6,834	EEO Category 3: 2,293	EEO Category 4: 2,988
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 2,256	EEO Category 7: 1,707	EEO Category 8: 1,885
Separation Rate: 6.02%	Hire Rate: 8.48%	Number Hires: 1,502	Transfer In: 149
Retirements: 256	All Terminations: 235	Voluntary Quits: 521	Transfer Out: 160
# of Classes Used: 757	Most Populous Classes: Correctional Officer (1,539), Residential Treatment Worker (1,283), Equipment Operator (835)		

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$3,929,689.15	Sick Leave Payouts: \$451,549.54	Annual Payroll: \$986,750,689.59	Avg. Base Salary: \$48,605.00	Overtime Days Used: 81,821.8
Overtime Cost: \$19,264,174.68	Reassignment Pay: \$10,376.00	Recruitment Bonus Pay: \$49,263.52	Retention Pay: \$263,597.78	Exceptional Job Performance Pay: \$182,297.53
Workers' Comp Payouts: \$10,021,418.31	Vacation Pay - Earned Value: \$77,184,145.28	Vacation Days Earned: 434,004.3	Vacation Used Expense: \$71,313,758.40	Vacation Days Taken: 400,232.0
Workers' Comp Days Used: 8,478	Sick Leave Days Earned: 363,285.6	Reg. Sick Leave Days Used: 164,792.4	Avg. Sick Leave Days Per EE (FT Employees only): 8.35	Converted Sick Leave To Vacation Used Expense: \$7,649,160.44
	Sick Leave -Earned Value: \$62,072,102.31	Reg. Sick Leave Used Expense: \$28,694,944.35		Converted Sick Leave To Vacation Days Used: 40,326.8
Injury Leave Used Expense: \$223,757.43	Injury Leave Days Used: 1,356.8	Classification Appeals: 21	Reclassifications Up (Filled): 434 Up (Vacant): 91 Down (Filled): 75 Down (Vacant): 51 Lateral (Filled): 194 Lateral (Vacant): 54 Approx. Annual New Cost of Reclassified Positions:* \$2,337,708.60	Grievances Contract Grievances: 655 Disciplinary: 266 Language: 389 Non-Contract Grievances: 15 Disciplinary: 8 Language: 7 Arbitrations: 8
Funeral Leave Used Expense: \$923,920.80	Funeral Days Used: 5,106.7	Extraordinary Pay: \$342,292.40		
Jury Leave Used Expense: \$68,379.62	Jury Leave Days Used: 373.1	Special Duty Pay: \$13,916.80		

* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: 634 Current Year (FY '07) Goal: 87 Goal Achievement (FY '06): No, 132/26	Minorities: Current Year (FY '07) RUU: 200 Current Year (FY '07) Goal: 42 Goal Achievement (FY '06): No, 42/15	PWD: Year (FY '07) RUU: 798 Current Year (FY '07) Goal: 164 Goal Achievement (FY '06): No, 97/-23
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Sources: AS400 Queries; "Just the Facts for FY06" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 18, 2006